

MULTIMEDIA



UNIVERSITY

STUDENT IDENTIFICATION NO

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MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 1, 2015/2016

BLL3124– LABOUR LAWS

(All sections / Groups)

**8th October 2015
2.30p.m – 4.30 p.m
(2 Hours)**

INSTRUCTIONS TO STUDENTS

1. This Question paper consists of TWO (2)pages with FIVE (5) Questions only .
2. Attempt **FOUR** (4) out of **FIVE** (5) questions. All questions carry equal marks and the distribution of the marks for each question is given.
3. Please write all your answers in the Answer Booklet provided.

QUESTION 1

When the employees are terminated they are eligible for termination benefits. But they are not entitled for termination benefits under certain conditions. What are those conditions?

[Total: 25 Marks]

QUESTION 2

Mr. Abdul Rahman is a welder in a manufacturing company namely Singgat Sdn Bhd. This company is producing wheels for trucks, cars and cycles. En. Abdul Rahman was asked to come for work on Sunday which is a rest day. He has refused to come to company and informed the company it is unlawful to compel to come for work on a rest day. The General Manager has said that it is lawful to work on rest day in certain circumstances. What are these circumstances according to Employment Act 1955?

[Total 25 Marks]

QUESTION 3

No employer shall during any one month make to an employee an advance or advances of wages not already earned by such employee which exceeds in the aggregate the amount of wages which the employee earned in the preceding month from his employment with such employer, or if he has not been so long in the employment of such employer, the amount which he is likely to earn in such employment during one month, unless such advance is made to the employee for certain expenditure. What are the expenditures allowed by Employment Act 1955 for which advance more than one month wage can be paid ?

[Total 25 Marks]

Continued....

QUESTION 4

Generally the Social Security Act 1966 is applicable to all employees in all industries. However that some "employees" are not covered. What are the type of employees not covered by the Act.?

[Total 25 Marks]

QUESTION 5

Critically analyse how the Employment Restriction Act 1968 controls the recruitment and termination of foreign labour by enforcing stringent regulations on employment visa to reduce the increasing number of illegal immigrants.

[Total 25 Marks]

End of question paper

